

Med-Net Academy Compliance Programs

Category	Title	Description
Four Core Compliance Courses	1. Harassment and Discrimination in the Workplace	This program reviews the laws that prohibit harassment and discrimination. Content explains the differences between harassment and discrimination, options for reporting concerns, and how to prevent harassment and discrimination in the work setting.
	2. Preventing Sexual Harassment in the Workplace	Identify sexual harassment in the workplace. Demonstrate compliance with the Company policy on prevention of sexual harassment in the workplace. Identify the Company communication system for reporting workplace sexual harassment.
	3. Privacy and HIPAA Compliance	This program presents an overview of privacy requirements with case study examples. It defines protected health information (PHI), lists reasons PHI can be released without consent and to whom, reviews social media commonly held myths that may impact privacy, and explains texting and email privacy requirements and concerns.
	4. Understanding the Elements of a Compliance Program and Code of Conduct	Do you know what our Compliance Program and Code of Conduct require from you? Complete this program to be informed, achieve compliance, and help build a culture of doing the right thing.
Fraud Compliance Manual Series – Compliance Officer Version	1. Fraud Module 1: Compliance Program Oversight – I’m Responsible for What?	Ensure proper documentation of services and the prevention, prompt detection, and appropriate corrective action to detect, address, and prevent fraud, waste, and abuse. Identify the components of the Fraud Compliance Program. State the role of the compliance officer and compliance committee.
	2. Fraud Module 2: Key Reporting and Communicating Concepts	Articulate the principles of the compliance reporting system. Handle external communication requests.
	3. Fraud Module 3: Mastering Legal Implications and Antitrust Laws	Learn to discuss key points of federal compliance related laws; adhere to medical record retention requirements; identify three principal federal antitrust statutes.
	4. Fraud Module 4: Gaining Proficiency with the Code of Conduct and Conflict of Interest	Learn to identify Company core compliance values; state the purpose of the Company Code of Conduct; report a conflict of interest.

5. Fraud Module 5: Understanding Harassment and Discrimination	Discuss harassment and discrimination occurring in the workplace. Identify the Company communication system for reporting workplace harassment and discrimination.
6. Fraud Module 6: Effective Workplace Violence Prevention Programs	Distinguish the requirements for Violence Prevention in the Workplace Program including: The Committee, The Officer, The Plan, The Risk Assessment, and The Training Program. Identify the procedures related to reporting, recording, and respond to incidents of workplace violence. Comply with the Company enforcement policy.
7. Fraud Module 7: Auditing, Monitoring, Responding, Investigating, and Litigating Responsibilities	Discuss how the Company demonstrates compliance through auditing and monitoring medical and financial records. Identify the Company system for responding to compliance issues. Describe the steps to be taken for any report or activity giving rise to an investigation.
8. Fraud Module 8: Developing and Implementing Corrective Action Plans	Identify elements of Company corrective action planning. Discuss the role of the compliance committee in development of a corrective action plan.
9. Fraud Module 9: Independent Contracting	Learn to adhere to the Company Contracting Policy; identify Company referral requirements; and discuss key points of the anti-kickback law.
10. Fraud Module 10: Vendor Contracts	Adhere to the Company vendor contracting policy. Discuss key points of Medicare Part B consolidated billing. Identify elements for Federal government contracting.
11. Fraud Module 11: Business Practices	Adhere to Company business practices that support vendor relations; identify Company protocol related to accepting gifts from vendors or residents.
12. Fraud Module 12: Employee Licensing	Maintain current licensure and provide appropriate proof to the Company. Identify protocol for verifying excluded entities from employment and conducting Company business.
13. Fraud Module 13: Enforcing Disciplinary Standards	Discuss elements of the Company disciplinary policy. State the range of possible disciplinary actions. Discuss the impact of the non-retaliation policy.
14. Fraud Module 14: Quality Care and Improvement	Summarize elements necessary for providing quality care. Identify elements of Quality of Life compliance that relate to resident's rights. Discuss the Company's quality improvement program.
15. Fraud Module 15: Resident Rights and Elder Justice	Promote the rights of each resident consistent with applicable legal requirements and standards of practice. Summarize key points of the Elder Justice Act.
16. Fraud Module 16: Financial Integrity	Submit claims for reimbursement that are accurate, based upon medically necessary items and services rendered or costs incurred, and substantiated by verifiable documentation. Discuss elements of the Company protocol for demonstrating contractual financial compliance. Identify Company protocol for protecting resident personal need accounts.

Fraud, Waste, and Abuse	1. Abuse of Resident Personal Funds	Review laws protecting resident funds. Examine cases in which several examples of fraudulent use of resident funds occurred.
	2. Arbitration Agreements	This course will discuss arbitration agreements, both pre- and post-dispute; that they must be voluntary and clearly communicated; the importance of transparency in the process; about selecting a neutral arbitrator and a convenient venue; the process for offering a binding arbitration agreement; the time frame and process for rescindment; and the questions state surveyors will ask when interviewing residents and staff to ensure compliance.
	3. Are You Compliant with Conflict of Interest Expectations?	Identify Company core compliance values; state the purpose of the Company Code of Conduct; list several examples of a conflict of interest; understand how to report a conflict of interest or other concern.
	4. Business Ethics	This course will discuss the definition of ethics and its key values, potential conflicts of interest, ethical business practices, the importance of honest communication, the duty to report, and practices to avoid.
	5. Creating a Culture of Compliance	This course will explain what a Compliance and Ethics program is; discuss Element 4 Communication, Education, and Training; describe culture; and list areas for focus when planning to develop a culture of compliance.
	6. Gift Giving	Understand the concept of Gift Giving—that what is acceptable and what is not acceptable is based upon a facility’s policies and procedures and Federal and State laws. Be able to explain to a resident and/or family member why accepting personal gifts is not allowed.
	7. How to Prepare for a NY OMIG Audit	This course will help the learner to list the responsibilities of a compliance officer and committee under OMIG rules; discuss the seven (7) OMIG elements and how they relate to elements from OIG and CMS; gain awareness of how to demonstrate compliance with OMIG expectations for implementation of each of the seven (7) elements; assess risk exposures related to organizational experience with the NY Medicaid program; ensure all required training needs are met for new hires and annually for all staff; prepare required information in advance of receipt of a Notification Letter from OMIG signifying a pending audit to ensure all expectations are being met ongoing.
	8. Liability of Fraudulent Documentation	This program will discuss that fraudulent documentation is a widespread issue; the penalties for falsifying information; the purpose of the OIG; that falsifying bills and medical records are common schemes; situations which may suggest fraudulent activities; and the importance of complete and accurate documentation of services.
	9. Medicare Enrollment/Disenrollment	Recognize the four parts of Medicare and what each part covers for the beneficiary. Discuss Medicare Advantage plans and how they differ from original Medicare. Discuss what needs to be included in the facility’s policy and procedure for Medicare Enrollment/Disenrollment in order to be

		compliant with regulations, resident rights, and to avoid fraud, waste, and abuse of government funds
	10. Medical Director Contracts in a Nursing Facility	Identify the Anti-Kickback Statute. Identify the Stark Law. Determine what components are required in a physician contract.
	11. Origin of Fraud	This program will discuss the role of the Office of Inspector General (OIG) and Department of Justice (DOJ); Medicaid fraud control units and Medicare and DOJ fraud strike forces; Federal monitoring of nursing homes; CMS nursing home enforcement, enforcement remedies; deficiency severity and scope levels; the origin of fraud; the importance of a compliance and ethics program and required components; Federal compliance-related laws; and what to do if contacted by government agent/investigators.
	12. Protecting Resident Finances	Develop an understanding of appropriate professional behavior regarding gift giving from residents or their families, learn about F-tag 602 that prohibits financial exploitation of residents and misappropriation of residents' property or funds, discuss the consequences of theft and the best practices for issues affecting residents and their belongings.
	13. Red Flags of Fraud	This course will explain how to be on the alert for red flag issues to avoid being involved in Medicare fraud committed by outside contractors; what these issues include; the penalty for failure to detect fraud; suspicious signs that can indicate fraudulent activity; the proper procedure for reporting fraud and violations; and how to handle external communications.
FWA Elements Series	1. Understanding Element 1: Standards, Policies, and Procedures	Develop an understanding of Element 1 and how it applies to long-term care facilities. Assess the effectiveness of the current standards, policies and procedures in place. Verify the accessibility of the policy manual. Maintain the compliance program. Integrate the mission, vision, and values as they apply to the Code of Conduct. Identify roles and responsibilities of the Compliance Officer and team members. Recognize best practices in communication and corrective action plans.
	2. Understanding Element 2: Compliance Program Administration	Develop an understanding of Element 2 and how it applies to skilled and long-term nursing facilities. Assess the effectiveness of the current standards, policies, and procedures of the Compliance and Ethics Program (Compliance Program). Identify roles and responsibilities of the Compliance and Ethics Officer (Compliance Officer) and the Compliance and Ethics Committee (Compliance Committee). Recognize best practices in communication and corrective action plans.
	3. Understanding Element 3: Screening and Evaluation of Employees, Physicians, Vendors, and Other Agents	Develop an understanding of Element 3 and how it applies to long-term care facilities. Assess the effectiveness of the current standards, policies and procedures in place for screening and evaluation of employees, physicians, vendors, and other agents. Conduct background checks and monitor government sanction lists for excluded individuals. Recognize best practices in screening and evaluation. Gain knowledge in order to report compliance with Element 3 to the Compliance Committee and ensure accountability.

	4. Understanding Element 4: Communication, Education, Training	Develop an understanding of Element 4 and how it applies to long-term care facilities. Assess the effectiveness of the current standards, policies, and procedures related to Element 4. Maintain required communication, education, and training programs and evaluate their effectiveness. Identify and measure to ensure that communication, education, and training requirements are successfully implemented.
	5. Understanding Element 5: Monitoring, Auditing, and Internal Reporting Systems	Discuss Element 5 and how it applies to post-acute and long-term care facilities. Assess the effectiveness of the current standards, policies, and procedures that are in place for monitoring, auditing, and the internal reporting system. Maintain Element 5 requirements of the Compliance and Ethics Program. Recognize best practices in monitoring, auditing, and use of the internal reporting system. Gain knowledge in order to report compliance with Element 5 to the Compliance and Ethics Committee and ensure accountability.
	6. Understanding Element 6: Counseling and Discipline for Non-Compliance	Assess the effectiveness of the current standards, policies, and procedures in place for counseling and disciplining for non-compliance. Develop an understanding of Element 6 and how it applies to post-acute and long-term care facilities. Gain knowledge in order to report compliance with Element 6 to the Compliance and Ethics Committee and ensure accountability.
	7. Understanding Element 7: Investigations and Remedial Measures	Assess the effectiveness of the current standards, policies, and procedures in place for investigations and remedial measures. Develop an understanding of Element 7 and how it applies to post-acute and long-term care facilities. Gain knowledge in order to report compliance with Element 7 to the Compliance Committee and ensure accountability.
	8. Understanding and Using the Medicare Triple Check Process	Ensure accuracy of billing for skilled services. Prevent submission of false claims. Reduce the number of adjusted or denied claims. Determine that residents receive the benefits to which they are entitled. Ensure that clinical documentation correlates with financial data.
Human Resources	1. Age Discrimination	Review a case study in which both Title VII of the Civil Rights Act of 1964 prohibition of race discrimination and the Age Discrimination in Employment Act were violated; consequences are listed; and best practices for improvement are covered.
	2. Applying Progressive Discipline Consistently	Discover key concepts in the disciplinary process that are designed to foster an environment of fairness and equity. Review case studies to see how inconsistent use of the disciplinary process can lead to claims of discrimination and harassment.
	3. At-Will Employment and Exceptions	Define at-will employment and discuss exceptions which would make termination of such an arrangement unlawful. Identify exceptions of at-will employment. Gain the ability to analyze an employee handbook. Distinguish between at-will employment and a binding contract.

4. Creating a Culture of Diversity: Removing Bias from the Workplace	Explain the meaning and impact of unconscious bias. List 4 types of unconscious bias that can impact others. Provide an example of what not to say to a person that could be considered bias or discrimination. Discuss ways to ensure that all people feel valued and safe at work.
5. Discrimination-Free, Respectful Conduct in the Workplace	Explore diversity, review categories of discrimination, learn how to treat others respectfully, and the responsibilities of a supervisor receiving a report of discrimination from a worker.
6. Fair Credit Reporting Act	Gain understanding of significant compliance steps employers must take when conducting consumer reports, or background checks. Discuss how the Federal Trade Commission (FTC) enforces the FCRA. Outlines compliance guidelines in accordance with the Civil Rights Act when conducting background checks.
7. Flirting vs Sexual Harassment: Know the Difference	This program will: Explain the difference between flirting and sexual harassment; Define what constitutes sexual harassment; Explain what management needs to do when an allegation of sexual harassment occurs; Define what management can do to help prevent sexual harassment.
8. Identity Theft: Detroit Man Steals 1000 Identities	Illustrate the importance of recognizing the dangers of identity theft; increase your knowledge of identity theft potential; recognize warning signs of identity theft; respond accordingly to mitigate risks related to an identity theft threat.
9. Identity Theft from Residents by Employees	Illustrate the threat of identity theft and its implications. Analyze what to do in the specified circumstances and how they would approach each problem. Critically evaluate the company's identity theft policies while assessing the potential risks posed to both the facility and the residents. Gain a stronger ability to detect, prevent, and respond to future identity theft attempts.
10. Key Information for Compliance with the Americans with Disabilities Act (ADA)	Define disability and reasonable accommodation. List 5 major life activities that a person with a disability may not be able to perform, but for which accommodation can be made. Discuss coverage of the Americans with Disabilities Act. Explain employer responsibilities related to the hiring process and ADA requirements.
11. Office of Inspector General (OIG) Exclusion List	Review examples of excluded individuals and the consequences of fraudulent behavior or of hiring of an excluded person. Learn how to check employees and vendors for exclusion status.
12. Pregnant Employee Rights	This program reviews a case study in which a resident was discriminated against and not given a promotion because she was pregnant. The Pregnancy Discrimination Act is reviewed.
13. Staying on Top of Employee Checks	Office of Inspector General Exclusion List; Office of Inspector General List of Debarred Contractors; Employee Licensing Checks; Employee Certification Checks; Employee Background Screening.
14. The Importance of Proper Licensure: A Case Study	State the importance of licensure and the consequences of practicing without a license.

		Examine the key issues of the presented case and formulate actions to be taken in a similar situation. Critically analyze your own practices regarding license checks in order to gauge the need for policy change.
	15. Unconscious Bias in the Workplace	Define unconscious bias, describe 3 types of unconscious bias that may be present in the professional workplace, explain micro-aggressive behaviors and give 2 examples, discuss how to overcome unconscious bias.
	16. Understanding the Family and Medical Leave Act (FMLA)	This program reviews requirements for both employers and employees regarding the Family Medical Leave Act. It includes information about who is eligible, what must be provided to the employee, how coverage varies if spouses work for the same employer, and variations when caring for military service family members.
	17. Whistleblower Statutes	Gain a better understanding of whistleblower laws and retaliatory firing. Learn who is protected under state whistleblower laws. Analyze, review, and implement policies for reporting wrongdoing in your own facility.
Privacy Category	1. Employee Right to Privacy	This course will discuss employee privacy basics, what equipment companies can monitor, when an employer may audio or videotape an employee, where video cameras are not allowed to be installed, and best business practices for employee privacy.
	2. HIPAA Right of Access and the Cures Act	This course will discuss the regulations under HIPAA which give individuals the right to access and obtain a copy of their health information; what information blocking is, and its 8 exceptions; what information is excluded from the right of access; the steps a covered entity must take to verify the identity of an individual requesting access; the importance of timely access to the requested information; what fees for copies may include, and what they may not; grounds for denial; and how to apply State laws which may have different requirements than HIPAA.
	3. HIPAA Security Rule Security Incident Procedures	This course will review the background of the Security Rule; what to include in policies and procedures to address security incidents; security incident procedures; how to form an incident response team; the importance of audit log review; how to neutralize the threat and mitigate the harmful effects of a security incident; data backup strategies; how to document a security incident; and breach reporting obligations.
	4. Prohibition of Photographs and Audio/Video Recordings	Discussion of the CMS requirements governing taking of pictures, videos, and audio recordings of residents. Understand the training that must be provided to all staff and others who provide care and services to clients regarding this topic. Learn corrective actions that may be taken to address a violation of the policy against taking of pictures, videos, or audio recordings of residents.

	5. Proper Disposal of Protected Health Information (PHI)	This course will discuss HIPAA Privacy and Security Rule requirements for PHI disposal; disposal methods for PHI in various forms; if facilities can contract with a business associate for PHI disposal; when computers or other electronic media that store PHI can be reused; and appropriate methods for removing ePHI from electronic media.
	6. Recognized Security Practices	This program provides an overview of the HITECH Act Amendment of 2021 and covers the following related information: three categories of RSPs; five functions of the Cybersecurity Framework and the Cybersecurity Act of 2015; how to implement RSPs and respond to data requests; how to provide evidence and documentation of implementation of RSPs; and the benefits of RSPs for your setting.
	7. Social Media Management Education	Discuss privacy and discrimination vs free speech. Review areas of training that should be provided to staff. Discover social media myths to avoid. Review how to identify and investigate inappropriate use of social media. Discuss handling privacy breaches and complying with HIPAA when using social media. Understand The CMS sanctions for violating social media privacy rules.
	8. Social Media Staff Education	Review examples of social media community options and learn the myths regarding social media that must be avoided. This program explains social media safe choices that should be followed and describes positive and negative opportunities related to the use of social media.
	9. Understanding and Preventing Ransomware, APTs, And Zero Day Exploits	This training module describes ransomware and how it operates, explains the consequences of an attack, explains why Advanced Persistent threats and Zero Day Exploits are a serious threat in healthcare, provides case studies, and gives steps to protect systems and avoid becoming infected. Revised 12/8/2023.
Regulatory Category	1. Comparing Compliance and Ethics with QAPI	Discusses the similarities of the Office of Inspector General (OIG) and Centers for Medicare & Medicaid Services (CMS) requirements for a Compliance and Ethics Program. States the purpose of a Compliance and Ethics Program. Describes the purpose of a Quality Assurance Performance Improvement (QAPI) Program. Explains why the facility must have both a Compliance and Ethics Committee and a QAA/QAPI Committee.
	2. Completing Your Facility Assessment	Learn the CMS requirements for completion of the mandated Facility Assessment.
	3. Compliance and Residents' Rights	Discuss a wide variety of resident rights. Apply details of those resident rights in the performance of his or her role within the facility. Explain why it is important to comply with resident rights.
	4. Conducting Investigations	This program defines the narrative and question-and-answer methods of interviewing residents, staff, and others when conducting an investigation; lists questions that should be asked when interviewing a witness, victim, and instigator of an incident; explains the concept of 'reasonable cause' when reviewing the facts collected during an investigation; Discusses requirements of

		documentation and reporting of investigation results; and explains how to conduct an investigation of an incident and create a final report.
	5. Cultural Sensitivity – Achieving Cultural Competence	Explain the value of cultural sensitivity. Identify actions that demonstrate lack of cultural sensitivity. Define cultural blindness. List 5 areas to discuss with a resident/family to identify and incorporate cultural preferences into care provision. Describe how lack of cultural sensitivity can negatively impact the workplace.
	6. Medication Regimen Review and Accurate MDS Coding	List the steps required for inclusion in an effective Medication Regimen Review policy and process. Correctly code the 3 Drug Regimen Review questions in MDS 3.0 Section N Medications. Prevent potential fraud, waste, and abuse from occurring through compliance with F765 Drug Regimen Review.
	7. Resident Financial Rights	Covers the following F-Tags that govern resident finances and funds: <ul style="list-style-type: none"> ▪ F567 - Right to Manage Financial Affairs ▪ F568 - Accounting and Records ▪ F569 - Notice of Certain Balances ▪ F570 - Assurance of Financial Security ▪ F571- Not Impose Charges
	8. Understanding the 5-Star Rating Program	This course will review the methodology for the 5-star rating system, the three domains of nursing home performance, how CMS calculates a health inspection score, how deficiencies are counted for complaint inspections, how CMS calculates deficiencies cited on focused infection control surveys, what criteria is used to determine if a facility receives an abuse icon, the measures used for rating facility staffing, scoring exceptions, and what can cause a change in facility rating.
Safety Category	1. Active Shooter Prevention and Response	This program explains how to identify key behaviors that indicate an individual may pose a threat in the workplace, the value of a Threat Assessment Team, and the importance of drills to prepare staff to respond appropriately. It also covers how to make the announcement of the presence of an active shooter, how to respond to the incident, and the actions that should be taken after an event occurs.
	2. Elopement Risk and Prevention Measures	Explain the difference between elopement and wandering. State the importance of early assessment; Discuss risk factors for elopement. Know how to monitor residents safely and sensitively. Recognize the importance of a response plan; List the steps to take after an elopement has been resolved.
	3. Emergency Preparedness Requirements for Nursing Homes	Emergency preparedness program requirements, including the emergency plan, risk assessment, policies and procedures, and the communication plan.

	4. Fire Safety	Know how to be prepared. Understand features of fire protection. Practice kitchen safety. Know safe smoking practices. Understand the importance of training and drills.
Substance Use Category	1. Drug and Alcohol Policy and Practices	This program will review the importance of having a drug and alcohol policy and protocol; that all employees should be aware of the importance of reporting in good faith suspicions of alcohol and/or drug abuse; the steps a supervisor should take regarding an employee who may be abusing drugs or alcohol; and that retaliation against anyone for reporting a concern or participating in an investigation is prohibited.
	2. Drug Diversion: What Every Facility Needs to Know	Identify commonly abused prescription medications. Detect warning signs that a nurse may have a substance abuse disorder. Discuss signs of possible drug diversion. List actions to assist in the prevention of drug diversion. Explain what to do when you suspect drug diversion may have occurred.
	3. Screening and Intervening for Unhealthy Drug Use	Provides information on addiction of residents, prescreening process, and suggestions for helping and managing problematic drug use in residents.
Med-Net Suicide Prevention	1. Caring for the Resident with Depression - Information for Direct Care Staff	Identify the presenting symptoms of depression in the older adult. Discuss therapeutic interventions and providing care and services for residents with depression. Identify staff communication techniques to use with a depressed resident.
	2. Counseling Staff After A Resident's Suicide	Lead a group or individual discussion that supports caregivers after a resident's suicide attempt or actual suicide. Facilitate discussion by caregivers that honors the memory of a resident who has attempted to take or has taken his or her own life. Summarize and apply lessons learned through the discussion that can facilitate safety and support for residents still in the care of those participating in the group discussion.
	3. Identifying Elder Adults at Risk for Depression and Suicide - Guidance for Healthcare Supervisors and Social Workers	Recognize residents exhibiting signs of depression. Use a depression identification tool. Explain the value of obtaining a resident's mental health history. Discuss the link between depression and suicidal thinking. Help identify a resident at immediate risk of a suicide attempt and intervene.

	4. Preventing Suicide Through Elder-Centered Care	Identify risk factors and warning signs that indicate a resident may be thinking of committing suicide. Explain the difference between active and passive suicide. Define suicide ideation. Discuss what to do immediately should a resident attempt to commit suicide or succeed in this attempt. List several employee responsibilities that may prevent a resident from committing suicide.
	5. Replacing Suicide and Suicide Ideation in Older Adults	Explain the value of Reminiscence Therapy for nursing home residents. Discuss the steps in setting up a Reminiscence Therapy Process. Provide two examples of potential discussion topics for use in a Structured Reminiscence Group Session.
	6. Suicide Prevention in Long-Term Care Settings	Recognize the warning signs of suicide. State what to do if concerned that a resident is showing the signs. Explain how to promote emotional health of all residents.
Training for Vendors	1. Understanding the Elements of a Compliance Program and Code of Conduct	Do you know what our Compliance Program and Code of Conduct require from you? Complete this program to be informed, achieve compliance, and help build a culture of doing the right thing.
NAB Approved CE Programs <i>Available for a fee in the Med-Net Academy Store</i>	1. Bloodborne Pathogens – CE Version	This program will cover how to prevent transmission, what should be included in an exposure control plan, needlestick injuries, safe injection practices, safe blood glucose monitoring and insulin injection practices, PPE, hand hygiene, Hepatitis B vaccination, and steps to take after possible exposure.
	2. Data Security Series	The Data Security Management for Long-Term and Post-Acute Healthcare Professionals Program provides a policy-focused framework for leaders in post-acute healthcare settings to plan, implement, and evaluate data security practices consistent with law, regulation, and best practices. This program is applicable to directors, officers, clinical staff, employees, independent contractors, consultants, and others working in the post-acute care setting. The program consists of six integrated continuing education (CE) learning modules: <u>Module 1</u> : Security Program Oversight, <u>Module 2</u> : Managing Systems Access, <u>Module 3</u> : Managing Access Privileges, <u>Module 4</u> : Identity Theft, <u>Module 5</u> : Acceptable Use, <u>Module 6</u> : Workforce Data Security Training

	3. Fraud, Waste, and Abuse Series CE Version Modules 1–8	Modules 1-8 address the following topics: <u>Module 1</u> : Compliance Program Oversight and Responsibility; <u>Module 2</u> : Reporting and Communicating; <u>Module 3</u> : Mastering Legal Implications and Antitrust Laws; <u>Module 4</u> : Gaining Proficiency with the Code of Conduct and Conflict of Interest; <u>Module 5</u> : Harassment and Discrimination; <u>Module 6</u> : Workplace Violence; <u>Module 7</u> : Auditing, Monitoring, Responding, Investigating, and Litigating; <u>Module 8</u> : Corrective Action Plan
	4. Fraud, Waste, and Abuse Series CE Version Modules 9–16	Modules 9 through 16 address the following: <u>Module 9</u> : Independent Contacts and Referrals; <u>Module 10</u> : Vendor Contracts and Services; <u>Module 11</u> : Business Practices; <u>Module 12</u> : Employee Licensing and Certification; <u>Module 13</u> : Enforcing Disciplinary Standards; <u>Module 14</u> : Quality Care and Improvement; <u>Module 15</u> : Resident Rights and Elder Justice; <u>Module 16</u> : Financial Integrity.
	5. How to Prepare for NY OMIG Audit – CE Version	Intended audience: Compliance Officer, Administrator, Director of Nursing, other Compliance Committee members, and other Department Managers: Content includes responsibilities of a compliance officer and committee under OMIG rules; the seven (7) OMIG elements and how they relate to elements from OIG and CMS; how to demonstrate compliance with OMIG expectations for implementation of each of the seven (7) elements; assessing risk exposures related to organizational experience with the NY Medicaid program; ensuring all required training needs are met for new hires and annually for all staff; preparing required information in advance of receipt of a Notification Letter from OMIG signifying a pending audit to ensure expectations are met ongoing.
	6. Identifying and Understanding a Resident's Change of Condition	This course will review information that is needed to determine a resident’s baseline status; the most common areas of a resident’s physical and non-physical status that signal a change of condition may be occurring; signs and symptoms to watch for in each of the key areas of resident function; monitoring for change of condition in residents who have dementia; the SBAR method of reporting observations and concerns; and recognizing early signs and symptoms signaling change of status related to UTI, sepsis, stroke, pneumonia, CHF, MI, thrombosis, and much more.
	7. Management of Environmental Concerns	This cluster includes the CE versions of three (3) related topics to help facilities meet CMS requirements for providing a safe, sanitary, and healthful environment for residents and staff. All three programs must be completed to receive 1.5 NAB or nursing CEs. Topics are: Preventing Infection through Laundry Measures, Legionella and Facility Water System Safety, and Pest Control in Healthcare Facilities.
	8. Origin of Fraud	This program will discuss the role of the Office of Inspector General (OIG) and Department of Justice (DOJ); Medicaid fraud control units and Medicare and DOJ fraud strike forces; Federal monitoring of nursing homes; CMS nursing home enforcement; enforcement remedies; deficiency severity and scope levels; the origin of fraud; the importance of a compliance and ethics program

		and required components; Federal compliance-related laws; and what to do if contacted by government agents/investigations.
	9. Preventing Infection Through Housekeeping Measures – CE Version	The range of information in this program includes the following areas: providing a safe, clean, comfortable, orderly, and sanitary environment for residents; what must be included in an infection prevention and control program; strategies for cleaning and disinfecting surfaces in resident-care areas; using disinfectants effectively and safely; general cleaning guidelines and cleaning special care areas; cleaning strategies for spills of blood and body substances; minimizing contamination of cleaning solutions and tools; using one-step and multi-step cleaning products; guidance for COVID-19 cleaning and disinfecting; the dangers of mixing cleaning materials; and safety guidelines for housekeeping staff.
	10. Privacy Series	The Privacy Management for Post-Acute Healthcare Professionals program provides a policy-focused framework for leaders in post-acute healthcare settings to plan, implement, and evaluate privacy practices consistent with law, regulation, and best practices. This program is applicable to directors, officers, clinical staff, employees, independent contractors, consultants, and others working in the post-acute care setting. The program consists of four integrated continuing education (CE) learning modules: <u>Module 1: Privacy Management Governance and Oversight</u> , <u>Module 2: Privacy Management Executing Policy</u> , <u>Module 3: Privacy Management Operational Implications</u> , and <u>Module 4: Privacy Management Mitigating Risk</u> .
	11. Understanding the Five-Star Rating Program	This program provides the following information: The methodology for the 5-star rating system; the three domains of nursing home performance which factor into the overall quality rating; how CMS calculates a health inspection score; how deficiencies are counted for complaint inspections; how CMS calculates deficiencies cited on focused infection control surveys; what happens if facilities are missing data; what criteria is used to determine if a facility receives an abuse icon; the measures used for rating facility staffing; scoring exceptions; what can cause a change in facility rating.
	12. Unnecessary Drugs	This program reviews the potential adverse consequences of unnecessary drugs; the difference between an adverse drug reaction and a side effect; what to include in a resident evaluation and circumstances that warrant an evaluation; the importance of periodic evaluation of a resident's medication regime; common considerations for appropriate medication duration; the purpose and proper monitoring of gradual dose reduction; guidance for, and appropriate use of, psychotropic and antipsychotic drugs; when antipsychotic medications may be necessary; considerations for Medication Management; and the importance of monitoring and proper documentation.